

MAJORITY MEMBERS:

ROBERT C. "BOBBY" SCOTT, VIRGINIA,  
*Chairman*

RAÚL M. GRIJALVA, ARIZONA  
JOE COURTNEY, CONNECTICUT  
GREGORIO KILILI CAMACHO SABLAN,  
NORTHERN MARIANA ISLANDS  
FREDERICA S. WILSON, FLORIDA  
SUZANNE BONAMICI, OREGON  
MARK TAKANO, CALIFORNIA  
ALMA S. ADAMS, NORTH CAROLINA  
MARK DESAULNIER, CALIFORNIA  
DONALD NORCROSS, NEW JERSEY  
PRAMILA JAYAPAL, WASHINGTON  
JOSEPH D. MORELLE, NEW YORK  
SUSAN WILD, PENNSYLVANIA  
LUCY MCBATH, GEORGIA  
JAHANA HAYES, CONNECTICUT  
ANDY LEVIN, MICHIGAN  
ILHAN OMAR, MINNESOTA  
HALEY M. STEVENS, MICHIGAN  
TERESA LEGER FERNÁNDEZ,  
NEW MEXICO  
MONDAIRE JONES, NEW YORK  
KATHY E. MANNING, NORTH CAROLINA  
FRANK J. MRVAN, INDIANA  
JAMAAL BOWMAN, NEW YORK  
SHEILA CHERFILUS-MCCORMICK, FLORIDA  
MARK POCAN, WISCONSIN  
JOAQUIN CASTRO, TEXAS  
MIKIE SHERRILL, NEW JERSEY  
ADRIANO ESPAILLAT, NEW YORK  
KWEISI MFUME, MARYLAND



COMMITTEE ON  
EDUCATION AND LABOR  
U.S. HOUSE OF REPRESENTATIVES  
2176 RAYBURN HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515-6100

MINORITY MEMBERS:

VIRGINIA FOXX, NORTH CAROLINA,  
*Ranking Member*

JOE WILSON, SOUTH CAROLINA  
GLENN THOMPSON, PENNSYLVANIA  
TIM WALBERG, MICHIGAN  
GLENN GROTHMAN, WISCONSIN  
ELISE M. STEFANIK, NEW YORK  
RICK W. ALLEN, GEORGIA  
JIM BANKS, INDIANA  
JAMES COMER, KENTUCKY  
RUSS FULCHER, IDAHO  
FRED KELLER, PENNSYLVANIA  
MARIANNETTE MILLER-MEEKS, IOWA  
BURGESS OWENS, UTAH  
BOB GOOD, VIRGINIA  
LISA C. MCCLAIN, MICHIGAN  
DIANA HARSHBARGER, TENNESSEE  
MARY E. MILLER, ILLINOIS  
VICTORIA SPARTZ, INDIANA  
SCOTT FITZGERALD, WISCONSIN  
MADISON CAWTHORN, NORTH CAROLINA  
MICHELLE STEEL, CALIFORNIA  
CHRIS JACOBS, NEW YORK  
BRAD FINSTAD, MINNESOTA  
JOE SEMPOLINSKI, NEW YORK

November 15, 2022

The Honorable Gene Dodaro  
U.S. Comptroller General  
U.S. Government Accountability Office  
441 G Street, NW  
Washington, DC 20548

Dear Mr. Dodaro:

On April 26, 2021, President Biden signed an executive order establishing a Task Force on Worker Organizing and Empowerment (Task Force).<sup>1</sup> This Task Force and its subsequently published report shows that the Biden administration has abandoned the longstanding neutrality of the federal government in labor-management matters and demonstrates a bias in favor of unions.<sup>2</sup> Putting aside the inappropriateness of such a one-sided effort by federal officials, these actions highlight the need for ensuring that workers are protected as they decide whether to join a union and guaranteeing their rights to information about their union should they become members. The Department of Labor's Office of Labor-Management Standards (OLMS) is the chief federal agency for carrying out these duties. We request the Government Accountability Office (GAO) conduct a study to review OLMS and its enforcement of laws designed to protect workers.

OLMS helps ensure that the roughly 8 million private sector workers represented by unions<sup>3</sup> have a voice in the workplace by administering and enforcing standards under the *Labor-Management Reporting and Disclosure Act of 1959* (LMRDA).<sup>4</sup> The LMRDA was enacted to

<sup>1</sup> Exec. Order No. 14,025, 86 Fed. Reg. 22829 (Apr. 26, 2021).

<sup>2</sup> WHITE HOUSE TASK FORCE ON WORKER ORGANIZING AND EMPOWERMENT, REPORT TO THE PRESIDENT (Feb. 7, 2022), <https://www.whitehouse.gov/wp-content/uploads/2022/02/White-House-Task-Force-on-Worker-Organizing-and-Empowerment-Report.pdf>.

<sup>3</sup> BUREAU OF LAB. STAT., UNION MEMBERS 2021 (Jan. 20, 2022), <https://www.bls.gov/news.release/pdf/union2.pdf>.

<sup>4</sup> 29 U.S.C. §§ 401-402, 411-415, 431-441, 461-466, 481-484, 501-504, 521-531.

protect union members by ensuring the transparency, democracy, and financial integrity they need to make informed decisions about their membership in a union and to understand their union's operations. OLMS, as authorized by the LMRDA, is responsible for promoting labor union and labor-management transparency through reporting and disclosure requirements for labor unions and their officials, employers, labor relations consultants, and surety companies. Among other things, the LMRDA requires OLMS to conduct compliance audits to determine if unions are complying with the law, to conduct investigations of suspected violations of the LMRDA, and to provide education and compliance assistance programs that promote voluntary compliance.

Currently, very little information is publicly available regarding OLMS's enforcement of the LMRDA. Lawmakers and the public need a better understanding of OLMS and its operations—including unions' compliance with statutorily required reports, the sufficiency of the agency's enforcement efforts and tools, and its utilization of scarce resources. In light of these concerns, we ask GAO to review OLMS and its enforcement activities, and to respond to the following requests:

- Describe how OLMS ensures compliance with the LMRDA's public-reporting requirements for forms LM-1, LM-2, LM-3, LM-4, LM-15, and LM-16, including the extent to which filings are complete and accurate;
- Assess how OLMS conducts compliance audits and investigations—including methodology used, the way it uses resources, and its results and achievements; and
- Evaluate OLMS education and compliance assistance efforts to assist unions in complying with the LMRDA's requirements.

Thank you for your attention to our request. Your work will assist us in identifying any ongoing gaps or weaknesses in OLMS's enforcement of the LMDRA and in ensuring that workers are protected.

Sincerely,



Virginia Foxx  
Ranking Member



Rick W. Allen  
Ranking Member  
Subcommittee on Health, Employment,  
Labor and Pensions